

Report of Industrial Department

November 1944

During the month of November, promise of active help from the President of the Broad Street Merchants Association was secured for the Industrial Department's salesgirl program. This Association has more than a Chamber of Commerce type of influence over the Department Stores in Newark, and concerns itself with making Newark stores more popular with persons living in Newark and all the suburbs. The promotion of interest in hiring in Newark and all will be discussed and recommended to the Presidents of the various stores, and their representatives at forth-coming meetings. No likely girl for a sales position has been found. There are quite a few who have been spoken to by the Industrial Secretary but each is earning more than the \$22 weekly wage now offered for the salesgirl job. However, one girl was referred to and accepted by Michaels in November. This girl has been earning twice the Michaels' wage, at Eastern Aircraft, and is having a difficult time deciding between the additional wage at Eastern Aircraft or the use of her individuality and background at Michaels.

Intensive work was done with Aviation Packaging Company that first called your Secretary to speak to about 500 of its production workers. Production was too low in one of its departments. The speech was to deplore the poor record and to inspire more production. Your Secretary determined that the workers were probably not very much to blame for the low production and suggested that management study its methods in the bad department. This suggestion was appreciated, a study was made and showed that poor work techniques were being used. These were corrected and production jumped up immediately. Your Secretary found the particular department was composed solely of Negroes, and in two subsequent conferences urged that the educational advantage of whites and Negro working together would further increase morale. The integration of Negroes and whites into the various departments was suggested and the "how" was explained - by setting up specific jobs to which whites would be transferred in the presently all-Negro department, and vice-versa. This suggestion is currently being carried out.

From the same company a committee of workers came and reported problems caused by, (1) the three white male supervisory employees repeatedly entering the ladies rest room when the girls were dressing; (2) a distinct lack of respect for the 62 female workers from these same three persons, and, (3) the discriminatory firing of a Negro girl who had left early to come to the Urban League on a

general complaint. Serious and lengthy conferences with four representatives of management and two of the union officials resulted in, (1) an absolute ban on any male representative entering the ladies rest room when in use; (2) the requirement that supervisory personnel cease familiarity with the girls (which said supervisors had thought a means of showing "acceptance") and to cease excessive swearing on the floor. The case of the girl who was fired was used only to illuminate the bad rapport between supervisory personnel and the workers. (Because of previous troubles in the girls record, reinstatement did not seem desirable or justifiable). A release was secured for the girl and your Secretary referred her to another job after two interviews with her agent her own personality disturbances. Your Secretary is to present a plan to the plant management, to keep a check on the 102 workers in one department. Trouble arises as workers disappear from the floor for long periods of company time, thus decreasing production. The plan will be presented to the union and management.

A program in the Harrison Machinery Workers union, A.F.L., which changes the union's policy of receiving dues was developed by your Secretary. Instead of one Shop Steward for each 100 workers accepting dues as brought to him in full amounts, five additional Stewards have been appointed to contact workers in arrears only. These five Stewards will accept part payments and keep a list of those workers who are in arrears.

The Sub Committee on Employment of the Clinic on Racial and Religious Relations, of which your Secretary was chairman, had a successful session on Thursday evening, November 9, 1944. From several sources, including persons on the Executive Committee of the Clinic, the Employment session was declared the best session of the two-day Clinic. The recommendations made at that session regarding the F.E.P.C. (H.R.(3986) have been properly dispatched to all the Congressmen and Senators from the State of New Jersey and to the President of the United States. So far, favorable replies have been received from three Congressmen and Congresswoman Mary T. Norton. The Sub-Committee is in process of becoming a permanent organization as recommended. Talks with several committee members have been directed toward determining what other communities have done in this field. We are now awaiting replies from such communities. Governor Edge was presented with the recommendation concerning a Fair Employment Practice Commission in New Jersey, and this is expected to be discussed in his next cabinet session.

The plan to place a person at the Federal Telephone & Radio Corporation, to help combat absenteeism was completed during November. The person is to work in the Personnel office and have the title of Investigator. Promise was secured to transfer a veteran sent to them from our office because he wanted training in Electronics. He is now in the crating department. He is to be trained in Electronic equipment production.